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## **New Survey Reports Wages for the Kalamazoo-Battle Creek, MI Metropolitan Statistical Area**

Workers in the Kalamazoo-Battle Creek, MI Metropolitan Statistical Area (MSA) averaged \$15.44 per hour during February 1999, according to a new wage survey released by the U. S. Department of Labor's Bureau of Labor Statistics. Regional Commissioner Peter J. Hebein reported that white-collar workers had the highest average wage at \$19.04 per hour and accounted for 48 percent of the workers studied. Blue-collar workers averaged \$13.45 per hour and represented 35 percent of the workers, while the remaining 17 percent worked in service occupations and earned \$8.98 per hour.

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local government, but excludes those in agricultural establishments, private households, self-employed and the federal government. This survey covered 145 establishments chosen to represent 692 firms and 121,448 workers within the Kalamazoo-Battle Creek, MI metropolitan area, which consists of Calhoun, Kalamazoo and Van Buren Counties.

Wage data provided by the National Compensation Survey may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use this data to help choose careers and to negotiate pay with their employers. The Federal Government may also use this data to help determine the appropriate salary structure for its employees.

### **Occupational Pay Averages**

Among white-collar workers, registered nurses averaged \$21.60 per hour, secretaries \$12.89 and bank tellers \$8.45. Within the blue-collar occupations, electricians earned \$21.30 per hour and stock handlers and baggers \$8.43. Finally, service workers included janitors and cleaners at \$10.65 per hour. (See table A-1.).

Private industry workers in the Kalamazoo-Battle Creek area earned \$14.55 per hour and accounted for 82 percent of the workers studied. State and local government workers made-up the remainder and averaged \$20.14 hourly. It should be noted, however, that differences in the occupational mix could contribute to the

differences in average hourly earnings between private industry and State and local government workers.

Wage data are also available for selected characteristics such as full-/part-time status, union/nonunion status, and establishment size. Overall, wages for full-time workers averaged \$16.30 per hour, compared to \$8.48 per hour for part-timers. Surveyed union workers in blue-collar jobs had an average hourly rate of \$15.29, and their nonunion counterparts averaged \$11.61. Employees averaged \$11.81 in establishments with 50-99 workers and in establishments with 100-499 workers, average pay was \$14.33 per hour. (See tables C-1 and C-3).

Subject to publication criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required for the job. Survey findings are used by business, labor, academicians, and state and local government officials in wage and salary administration, collective bargaining negotiations, business relocation planning, and occupational counseling.

### **Survey Availability Information**

Complete survey results are contained in the National Compensation Survey, Kalamazoo-Battle Creek, MI, February 1999, (Bulletin 3095-64). Copies of survey tables are available on the BLS Internet site at: <http://stats.bls.gov/comhome.htm> and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880, menu option 1. Using a touch-tone telephone, up to four documents at a time can be ordered and faxed to you within minutes 24-hours a day.

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Printed copies of this survey are available for purchase for \$5.00 from the Bureau of Labor Statistics, Publications Sales Center, P. O. Box 2145, Chicago, IL 60690. Telephone orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed between 8:00 AM and 3:00 PM Central Time at (312) 353-1880. The BLS Publication Sales Center stocks National Compensation Surveys for all areas nationwide, as well as other BLS publications.

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### **Technical Note**

The list of establishments from which a survey sample is selected is developed from State unemployment insurance reports. Each sampled establishment is randomly selected with a probability proportional to its employment. Use of this technique means that the larger the establishment's employment, the greater its chance of selection. Weights are applied to each establishment when the data are tabulated, so that a sampled establishment represents all establishments of similar size and employment.

The next step in sample selection is a probability sample of occupations within the selected establishment. As with establishments, occupations are selected using a probability proportional to the number of employees within each occupation. Therefore, the occupations with the largest number of employees have the greatest probability of being selected. After being selected, jobs are classified based on the Census of Population system of approximately 480 occupations. Data are then broken down for private industry, State and local governments, full-time and part-time workers, and other workforce characteristics. Wage rates for different work levels within occupation groups also are published. The process of determining these work levels is called generic leveling. (See Appendix B of the published report or Fax-on-Demand Document No. 9455.)

Generic leveling ranks and compares all randomly selected occupations in an establishment using the same 10 leveling factors: knowledge, supervision received, guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands, work environment, and supervisory duties. Each of the first nine factors (supervisory duties are excluded) contains a number of levels and each level has an associated written description and point value. The total number of points determines the overall level of the occupation. (See Appendix C of the published report or Fax-on-Demand Document No. 9456.)

Additional information on survey methodology is available in Appendix A of the published bulletin, from the Internet at <http://stats.bls.gov/compub.htm>, and as Document No. 9704 on the BLS Fax-on-Demand.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Kalamazoo-Battle Creek, MI, February 1999**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>All occupations</b> .....	\$15.44	\$7.00	\$9.25	\$13.47	\$19.11	\$26.54
All occupations excluding sales .....	15.68	7.23	9.75	13.82	19.35	26.57
<b>White-collar occupations</b> .....	19.04	8.50	11.35	16.87	23.63	33.47
White-collar occupations excluding sales .....	20.01	9.62	12.88	17.87	24.54	34.46
Professional specialty and technical occupations .....	23.45	13.28	16.91	21.31	28.52	37.79
Professional specialty occupations .....	25.45	15.38	18.99	22.59	31.34	39.57
Engineers, architects, and surveyors .....	27.81	20.52	22.61	23.92	35.02	39.16
Mechanical engineers .....	25.66	19.23	21.25	23.02	27.45	38.37
Mathematical and computer scientists .....	23.36	17.24	21.21	23.20	26.22	27.98
Computer systems analysts and scientists .....	24.05	21.21	22.09	23.37	26.27	28.13
Natural scientists .....	—	—	—	—	—	—
Health related occupations .....	21.48	15.82	17.39	20.27	21.80	28.28
Registered nurses .....	21.60	16.43	18.05	20.30	21.77	22.20
Teachers, college and university .....	34.27	22.79	24.33	29.77	39.76	52.02
Teachers, except college and university .....	29.96	15.93	22.67	31.34	39.13	40.01
Elementary school teachers .....	31.88	20.32	25.48	34.09	39.13	40.01
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	18.12	12.75	16.44	18.99	20.95	22.44
Social workers .....	18.28	12.75	16.69	18.99	20.95	22.44
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	23.97	12.49	17.78	25.49	30.29	33.69
Technical occupations .....	17.23	11.20	13.12	16.61	20.22	26.33
Licensed practical nurses .....	13.12	11.72	12.79	13.10	13.71	14.44
Computer programmers .....	15.98	13.00	14.41	15.00	17.00	22.00
Technical and related occupations, N.E.C. ....	20.47	17.50	17.50	19.40	22.50	26.45
Executive, administrative, and managerial occupations ...	24.44	13.94	16.81	21.33	29.60	39.12
Executives, administrators, and managers .....	27.31	13.93	17.88	25.00	33.65	42.07
Financial managers .....	22.80	13.93	14.76	18.10	25.00	30.35
Managers and administrators, N.E.C. ....	26.27	16.07	20.34	25.00	32.81	36.05
Management related occupations .....	20.01	14.12	16.39	19.22	21.50	27.78
Accountants and auditors .....	18.30	13.24	15.94	17.78	20.80	21.54
Management related occupations, N.E.C. ....	21.43	18.50	18.50	20.14	22.79	27.78
Sales occupations .....	10.94	5.90	6.50	8.05	11.34	24.72
Supervisors, sales occupations .....	17.34	7.25	9.49	15.58	26.54	28.65
Sales workers, other commodities .....	12.06	5.70	6.45	8.37	12.41	26.21
Cashiers .....	7.70	5.79	6.24	6.91	9.25	9.40
Administrative support occupations, including clerical ....	12.24	8.09	9.29	11.30	14.43	17.31
Secretaries .....	12.89	9.95	10.84	12.75	14.43	16.46
Receptionists .....	8.53	6.25	7.90	8.50	9.25	10.00
Order clerks .....	11.75	8.50	10.02	11.30	13.00	14.67
Records clerks, N.E.C. ....	12.12	8.50	10.25	12.46	14.54	15.03
Bookkeepers, accounting and auditing clerks .....	11.72	8.50	10.00	11.71	13.99	13.99
Stock and inventory clerks .....	14.08	8.35	9.94	13.83	19.86	20.67
Investigators and adjusters except insurance .....	9.92	8.65	8.65	9.62	10.38	10.43
General office clerks .....	10.31	7.76	8.50	9.88	10.80	15.10
Bank tellers .....	8.45	7.50	7.75	8.15	9.00	9.71
Teachers' aides .....	8.50	7.30	8.00	8.54	8.91	9.59
Administrative support occupations, N.E.C. ....	14.06	10.64	11.70	12.91	16.00	17.75
<b>Blue-collar occupations</b> .....	13.45	7.43	9.75	12.69	15.90	21.26
Precision production, craft, and repair occupations .....	18.93	13.43	15.06	17.50	23.48	25.69
Supervisors, mechanics and repairers .....	21.18	15.50	20.38	21.81	23.87	24.15
Industrial machinery repairers .....	17.58	13.96	15.20	16.88	19.03	23.00
Mechanics and repairers, N.E.C. ....	17.61	13.61	15.06	16.95	22.02	23.80
Electricians .....	21.30	14.55	16.30	24.07	26.57	26.57
Supervisors, production occupations .....	19.53	13.70	15.91	18.99	23.42	25.71
Machine operators, assemblers, and inspectors .....	12.15	7.50	9.50	11.39	15.01	17.13
Numerical control machine operators .....	13.09	9.03	10.45	12.50	16.30	17.54
Fabricating machine operators, N.E.C. ....	12.35	8.54	9.14	11.28	13.84	21.49
Molding and casting machine operators .....	9.60	8.09	8.50	9.25	10.32	12.37
Packaging and filling machine operators .....	12.20	10.50	11.83	12.35	13.05	13.82
Miscellaneous machine operators, N.E.C. ....	14.49	10.69	13.29	15.32	16.09	17.89

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Kalamazoo-Battle Creek, MI, February 1999 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>Blue-collar occupations</b> (-Continued)						
Machine operators, assemblers, and inspectors (-Continued)						
Welders and cutters .....	\$18.86	\$11.71	\$11.89	\$18.23	\$24.73	\$24.73
Assemblers .....	9.92	7.00	8.72	10.09	10.91	12.39
Production inspectors, checkers and examiners ..	10.94	7.00	8.00	9.12	15.01	15.67
Transportation and material moving occupations .....	13.51	9.00	10.97	13.73	15.90	16.50
Truck drivers .....	14.05	8.85	10.99	15.61	15.90	17.14
Industrial truck and tractor equipment operators ..	12.71	9.00	10.53	11.72	14.71	16.78
Handlers, equipment cleaners, helpers, and laborers .....	10.21	5.83	7.25	9.45	12.63	15.19
Groundskeepers and gardeners except farm .....	11.18	6.75	10.88	11.40	11.96	14.99
Production helpers .....	11.40	8.20	8.76	12.63	12.77	14.32
Stock handlers and baggers .....	8.43	5.35	5.80	7.30	9.75	14.94
Freight, stock, and material handlers, N.E.C. ....	10.97	8.00	8.50	10.13	12.50	15.48
Hand packers and packagers .....	9.47	7.18	7.66	8.11	12.69	12.69
Laborers except construction, N.E.C. ....	11.91	10.94	10.94	12.63	13.31	13.70
<b>Service occupations</b>						
Protective service occupations .....	8.98	5.50	6.50	8.05	10.50	14.02
Food service occupations .....	13.70	6.36	6.62	12.35	16.97	26.52
Waiters and waitresses .....	6.74	2.65	5.50	6.78	8.50	10.00
Cooks .....	3.55	2.65	2.65	2.81	2.88	6.90
Food preparation occupations, N.E.C. ....	8.46	6.70	7.10	8.30	9.75	11.62
Health service occupations .....	6.52	5.50	5.70	6.11	6.94	8.19
Nursing aides, orderlies and attendants .....	8.84	6.92	7.84	8.30	9.41	11.09
Cleaning and building service occupations .....	8.83	6.92	7.84	8.28	9.20	11.18
Janitors and cleaners .....	10.36	6.49	7.51	10.50	12.65	15.60
Personal service occupations .....	10.65	6.50	8.43	11.05	12.93	15.60
Child care workers, N.E.C. ....	9.83	6.24	7.70	9.78	11.34	13.81
Service occupations, N.E.C. ....	9.63	7.23	8.11	9.75	10.55	12.47
	11.17	6.34	10.00	10.73	13.81	14.59

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-1. Mean hourly earnings<sup>1</sup> by occupational group and selected characteristics, all industries, Kalamazoo-Battle Creek, MI, February 1999**

Occupational group <sup>2</sup>	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
<b>All occupations</b> .....	\$16.30	\$8.48	\$16.87	\$14.67	\$15.37	\$17.12
All occupations excluding sales .....	16.38	8.85	17.04	14.91	15.61	17.91
<b>White-collar occupations</b> .....	19.98	10.86	21.82	18.22	19.07	18.37
White-collar excluding sales .....	20.43	13.98	22.79	19.15	19.96	—
Professional specialty and technical occupations .....	24.00	17.19	26.42	21.80	23.53	—
Professional specialty occupations .....	26.16	18.08	27.22	24.07	25.51	—
Technical occupations .....	17.49	12.99	—	17.33	17.15	—
Executive, administrative, and managerial occupations ...	24.51	—	—	24.81	24.43	—
Sales occupations .....	13.90	6.94	—	11.32	9.86	15.04
Administrative support including clerical occupations .....	12.51	8.89	12.53	12.18	12.24	—
<b>Blue-collar occupations</b> .....	13.80	7.10	15.29	11.61	13.31	16.36
Precision production, craft, and repair occupations .....	18.98	—	20.03	16.92	18.87	—
Machine operators, assemblers, and inspectors .....	12.16	—	13.93	10.50	11.84	16.47
Transportation and material moving occupations .....	13.67	—	14.54	12.88	13.56	—
Handlers, equipment cleaners, helpers, and laborers .....	11.10	6.67	11.53	9.10	10.03	—
<b>Service occupations</b> .....	10.05	6.36	12.32	7.22	8.98	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production

bonuses.

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NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-3. Mean hourly earnings<sup>1</sup> by occupational group and establishment employment size, private industry, all workers<sup>2</sup>, Kalamazoo-Battle Creek, MI, February 1999**

Occupational group <sup>3</sup>	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
<b>All occupations</b> .....	\$14.55	\$11.81	\$15.17	\$14.33	\$17.26
All occupations excluding sales .....	14.78	11.95	15.41	14.61	17.30
<b>White-collar occupations</b> .....	17.93	15.31	18.40	17.21	20.41
White-collar excluding sales .....	19.08	16.70	19.46	18.68	20.60
Professional specialty and technical occupations .....	21.12	17.84	21.30	19.04	24.54
Professional specialty occupations .....	23.16	18.02	23.43	20.90	26.88
Technical occupations .....	17.10	17.52	17.08	15.56	19.47
Executive, administrative, and managerial occupations ...	24.61	25.60	24.43	26.10	21.40
Sales occupations .....	10.94	10.05	11.20	10.62	—
Administrative support, including clerical occupations .....	12.38	12.38	12.37	11.26	13.76
<b>Blue-collar occupations</b> .....	13.42	12.93	13.51	13.43	13.80
Precision production, craft, and repair occupations .....	19.23	18.82	19.34	19.10	20.37
Machine operators, assemblers, and inspectors .....	12.15	9.82	12.38	11.99	13.50
Transportation and material moving occupations .....	13.61	—	14.71	14.97	—
Handlers, equipment cleaners, helpers, and laborers .....	9.98	8.47	10.13	10.18	—
<b>Service occupations</b> .....	7.80	6.41	8.72	8.46	9.74

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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